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ABSTRACT

In 1989-90, a survey was conducted of two-year colleges nationwide to determine their level of involvement in the delivery of employment, training, and literacy services to public sector agencies and business and industry. The study focused particularly on those services funded under the Job Training Partnership Act (JTPA), the Job Opportunities and Basic Skills (JOBS) Training Program, and the Carl D. Perkins Vocational Education Act; and on services offered to improve the productivity of the local workforce. Usable responses were received from 384 of the 1,126 institutions surveyed. Study findings included the following: (1) 71.35% of the responding institutions operated local JTPA programs, and 29.17% operated state JTPA-sponsored programs; (2) 14.58% offered programs sponsored through JOBS on a state or local level; (3) 38.8% were involved in other sponsored employment, training, and literacy services; (4) more than 50% of the respondents offered occupational classroom training, basic education/remedial services, pre-employment skills training, direct placement services, and general educational development (GED) preparation; (5) in fiscal year 1989, respondents received between $47,425,00 and $114,999,721 in JTPA funding, representing an average cost of between $401.53 and $973.67 per participant; (6) 54.43% provided customized training services, 37.76% delivered workplace literacy services, 14.58% provided outplacement services; and 17.45% delivered other services to business and industry; (7) 36.2% of the respondents received less than $50,000 in private sector contracts for fiscal year 1989, 19.01% received between $50,001 and $150,000, 14.32% received between $150,001 and $500,000, and 11.2% received between $500,001 and $1,000,000; and (8) 92.97% of the respondents were interested in becoming more actively involved in public sector sponsored employment and training programs. The survey instrument and a list of survey respondents by state are included. (JMC)

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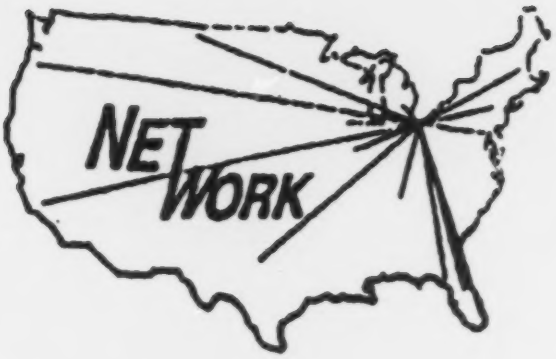

NETWORK:

AMERICA'S TWO-YEAR COLLEGE

EMPLOYMENT, TRAINING, AND LITERACY CONSORTIUM

"RESULTS OF THE 1989-90 NETWORK SURVEY OF TWO-YEAR COLLEGE INVOLVEMENT IN EMPLOYMENT, TRAINING, AND LITERACY"

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NOVEMBER 29, 1990

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JC 910 152

Midway Building
3030 Euclid Avenue
Cleveland, Ohio 44115
(216) 987-4906

November 29, 1990

Dear Employment, Training, and Literacy Colleague:

The attached report contains summary information that was gathered during NETWORK's 1989-90 Survey of America's Two-Year Colleges. Data was collected in an effort to determine the level of involvement of two-year colleges in the delivery of employment, training, and literacy services to public sector agencies, as well as business and industry.

The results indicate that America's Two-Year Colleges are actively involved in service delivery through funding under the Job Training Partnership Act (JTPA), state sponsored welfare reform programs, and the Carl Perkins Vocational Education Program. In addition, the results indicate that the provision of training, retraining, and literacy services to business and industry by two-year colleges is a billion dollar per year industry.

The 1989-90 Survey represented the first step in NETWORK's research agenda. The results of the survey will be used by the NETWORK Consortium in defining the role of two-year colleges in employment, training, and literacy. The data will also be used in attempting to strengthen the delivery capability of two-year colleges in meeting the needs of local government agencies, business, and industry.

The collection of data by the NETWORK National Center will be an on-going activity over the next several years. Hopefully, through the efforts of the Center's staff, public perception regarding the role of two-year colleges in these fields will be changed, and public policy will be altered to enhance the role of the nation's two-year colleges in service delivery.

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SECTION I - RESULTS OF THE 1989-90 NETWORK SURVEY

RESULTS OF THE 1989-90 NETWORK SURVEY

NETWORK has embarked on a research agenda to determine the level of involvement of two-year colleges in employment, training, and literacy service delivery, especially under the auspisces of the Job Training Partnership Act (JTPA), the Job Opportunities and Basic Skills (JOBS) Training Program, programs sponsored through Carl Perkins Vocational Education funding, and services offered to business and industry to improve the productivity of the local workforce. In an effort to gather this information, NETWORK conducted a national survey in November, 1989, of the nation's 1,126 two-year colleges. Of the 1,126 institutions surveyed, 384 two-year colleges responded to the instrument which was seeking information regarding Fiscal Year 1989 activities.

The major findings are as follows:

274 (71.35%) of the institutions operate local JTPA programs;
112 (29.17%) of respondents offer state JTPA sponsored programs;
154 (40.1%) of respondents were offering JTPA/EDWAA Title III - Dislocated Worker Programs;
34 (8.85%) of respondents offered JTPA Programs which were sponsored directly by the U.S. Dept. of Labor;
56 (14.58%) of the institutions were offering programs sponsored through JOBS on a state or local level; and
149 (38.80%) of the respondents were involved in other sponsored employment, training, and literacy services.

In addition, the responding institutions offered the following services:

343 (89.32%) offered Occupational Classroom Training;
338 (88.02%) offered Basic Education/Remedial Services;
183 (47.66%) offered On-The-Job Training Services;
299 (77.86%) offered Pre-Employment Skills Training;
205 (53.39%) offered Direct Placement Services;
237 (61.72%) offered GED Preparation Programming; and
115 (29.95%) offered other services (primarily additional special populations programs and vocational educational services.

In terms of JTPA, during FY'89 the respondent institutions served a total of 118,110 individuals (an average of 431 participants for each of the 274 institutions that responded to providing local JTPA programming). Responses to survey questions regarding FY'89 funding levels indicated that two-year college respondent institutions received between $47,425,000 and $114,999,721 in JTPA funding. These funding levels further indicate that the average cost per participant served ranged between $401.53 and $973.67, which is far below the national average for JTPA programs during that same time period.

Information was also gathered through the survey regarding contracts with business and industry to improve the productivity of the workforce, as well as the quality of services and products which are delivered/created by those companies. The following information was gathered regarding business/industry contracts and services which were delivered by respondent two-year colleges:

209 (54.43%) provided customized training services;
145 (37.76%) delivered workplace literacy services;
56 (14.58%) provided outplacement services; and
67 (17.45%) delivered other services to business/industry.

Information was not gathered regarding the total number of employees who received services at each respondent institution, however the total dollar amount of private sector contracts was determined through the survey. The following information depicts the total amount of private sector contracts for FY'89:

139 (36.20%) received less than $50,000 in contracts;
73 (19.01%) received between $50,001 and $150,000;
55 (14.32%) received between $150,001 and $500,000; and
43 (11.20%) received between $500,001 and $1,000,000.

These figures indicated that the 384 respondent institutions provided between $36,875,098 and $88,399,861 in contracted services to business and industry during FY'89.

The survey attempted to gather information regarding the involvement of respondent institutions in networking activities, representation on Private Industry Councils, and whether or not the two-year college served as the designated local JTPA grant recipient Service Delivery Area (SDA)/Administrative Entity.

In response to a question regarding the desire of the institution to become more actively involved in public sector sponsored employment and training programs, 357 (92.97%) of the respondents indicated that they wanted their institution to become more active players in those areas, while only 27 (7.03%) indicated a lack of desire to become more active in employment and training. Most of the negative respondents to this question were institutions who do not include employment and training as a part of their organizational mission, examples are military related institutions and church sponsored organizations.

Of the respondent institutions 220 (57.29%) indicated that at least one employee of their college served on the local Private Industry Council (PIC), while 25 (6.51%) indicated that at least one employee of the college served on the State Job Training Coordinating Council (State PIC). A total of 26 (6.77%) of the respondents also indicated that an employee of their institution served in the state legislature.

Of the survey respondents, 48 (12.5%) of the institutions indicated that they serve as the JTPA Administrative Entity which receives all JTPA Grant funds for their geographical jurisdiction, while 238 (61.98%) indicated that they did not serve in that capacity. Fifteen of the affirmative responses to this question are somewhat suspect, based upon the fact that the response to the previous question regarding total JTPA funds received for FY'89 depicted a total contract amount that was far below what an SDA Grant Recipient/Administrative Entity institution would receive.

By extrapolating the survey results (percentages) for all 1,126 of America's Two-Year Colleges the following information is presented to depict the projected level of involvement of two-year colleges in employment, training, and literacy:

803 institutions provide local JTPA services;
328 provide state sponsored JTPA services;
452 provide JTPA/EDWAA Title III - Dislocated Workers Services;
100 provide programming sponsored directly by the U.S. Department of Labor;
164 deliver services through the JOBS Program; and
437 provide other public sector sponsored services.

The projected service delivery levels are as follows:

1,006 deliver Occupational Classroom Training;
991 provide Basic Education/Remedial Services;
537 provide On-The-Job Training Services;
877 deliver Pre-Employment Skills Training Programs;
601 provide Direct Placement Services;
695 deliver GED Preparation Services; and
337 deliver other related services sponsored by public sector funding sources.

Further extrapolation of data indicates that in FY'89 up to 346,093 JTPA participants may have been served by America's Two-Year Colleges. The projected JTPA funding level for providing those services ranges between $139,000,000 and $337,099,182.

In terms of business and industry services, the following expanded results indicate the projected level of service delivery aimed at enhancing productivity and the quality of the American Workforce:

613 institutions deliver customized training programs;
425 colleges provide workplace literacy services;
164 colleges provide outplacement services; and
196 institutions provide other services aimed at meeting the needs of local business and industry.

The projected approximate total contract amounts for delivering these services ranges from $108,050,287 to $258,999,592. These estimates may be low based upon the fact that several major metropolitan two-year colleges did not respond to the survey, many of whom are delivering well in excess of $2,000,000 per year in services to business and industry.

Expansion of the data indicates that approximately 1,047 of the two-year colleges would like to be more active players in public sector sponsored employment and training programs, while only 79 of the institutions would not be interested in increasing their involvement. Additionally, approximately 645 two-year colleges would be represented on the local Private Industry Council, while 75 institutions would be represented on the State Job Training Coordinating Council. Approximately 76 of the two-year colleges would also have at least one employee serving in their respective state legislatures.

Based upon the expansion of the projected actual number of two-year colleges that serve as the SDA/Grant Recipient and Administrative Entity, it would appear that approximately 88 institutions serve in that capacity. Discussions with U.S. Department of Labor officials and other national employment and training experts would indicate that this projected estimate is approximately 35-45% higher than the actual number of two-year colleges serving in this capacity.

Further discussions with these same individuals, as well as JOBS officials on a federal level, regarding the projected number of practitioners in the fields of employment, training, and literacy indicates that approximately 500,000 individuals are actively employed in these occupational areas. Independent research by NETWORK Board Members has also indicated that formalized higher educational programs in employment, training, and literacy do not exist at any level (associate through doctorate degree levels).

These findings coupled with the fact that during FY'89 public sector and private sector employment, training, and literacy activities at the two-year college level ranged between $84,300,098 and $203,399,582 based upon actual survey results, or the extrapolated figures which placed the contract amounts between $247,050,287 and $596,098,774, there exists a need to enhance the professionalism in these fields. By adding a very guarded estimate of other related employment and training funding to these figures, specifically to cover vocational education delivery and the increased delivery of JOBS programming (now that the implementation of the Act is well underway), the projected level of funding which two-year colleges receive could indicate that employment, training, and literacy service delivery is a multi-billion dollar business for the nation's two-year colleges.

SECTION II - SURVEY INSTRUMENT

3030 Euclid Avenue
Cleveland, Ohio 44115
(216) 987-4906

NETWORK SURVEY

I. DEMOGRAPHICS

1. Name of College _____

2. Full-time Equivalency (FTE) TOTAL 1,703,080 AVERAGE 4,412

   Head count (includes noncredit) TOTAL 4,161,987 AVERAGE 10,782

3. Name of person responsible for administering Employment and Training Programs

   Name _____ Title _____

   Address _____ Phone _____

II. EMPLOYMENT AND TRAINING INITIATIVES

4. Does your college currently operate programs under

   274 JTPA (Local Private Industry Council)
   112 JTPA (Statewide PIC)
   154 JTPA/EDWAA (Title III-Dislocated Workers)
   34 U.S. Dept. of Labor (direct)
   56 Federal Welfare Reform Act (JOBS)
   149 Other public sector programs
   Describe _____

5. Please mark an X by those services currently offered by your college:

   343 Occupational Classroom Training
   338 Basic Education/Remedial
   183 On-The-Job Training
   299 Pre-Employment Skills Training
   205 Direct Placement
   237 GED Preparation
   115 Other, please describe

   _____

   _____

6. Estimate the number of participants served through JTPA programs delivered at your college in FY'89.

   TOTAL 118,110/

7. Approximate total JTPA funds for FY'89.

   101 less than $ 50,000 75 $150,000 to $ 499,999
   103 $50,000 to $149,999 57 $500,000 to $1,000,000

8. Does your college have contracts with local businesses (private sector funding) to provide:

209 Customized Training
145 Workplace Literacy
56 Outplacement Services
67 Other, please describe _____

9. Approximate total amount of private sector contracts for FY'89.

139 less than $ 50,000
73 $50,000 to $150,000
55 $150,000 to $500,000
43 $500,000 to $1 million

III. NETWORKING

10. Is your college interested in learning more about how to become a more active player in public sector sponsored Employment and Training programs?

357 YES
27 NO

11. Is an employee of your college a member of one or more of the following:

220* local PIC
25 state PIC
26 state legislature

12. Is your college designated as the local JTPA grant recipient Service Delivery Area (SDA) Administrative Entity.

48** YES
238 NO

THANK YOU .....

* Some institutions are represented on more than one PIC.

**Clarification is being sought regarding 18 respondents that indicated that their institution was the local grant recipient/SDA.

SECTION III - LIST OF SURVEY RESPONDENTS BY STATE

INITIAL NETWORK SURVEY RESPONDENTS

Record#	NAMEOFCOLL	STATE
25	MACON COLLEGE	
44	FERGUS FALLS COMMUNITY COLLEGE	
87	BECKER JUNIOR COLLEGE	
92	RIVERSIDE COMMUNITY COLLEGE	
95	BISHOP STATE COLLEGE	
116	MISSISSIPPI COUNTY COMM. COLLE	
123	NORTH HARRIS COUNTY COLLEGE	
136	MITCHELL COMMUNITY COLLEGE	
149	SOUTHWEST MISSOURI STATE UNIV.	
175	YOUNG HARRIS COLLEGE	
181	COLLEGE of the REDWOODS	
212	PAUL SMITH'S COLLEGE	
237	AGUADILLA UNIV. of PUERTO RICO	
268	ALLEN COUNTY COMMUNITY COLLEGE	
280	FERGUS FALLS COMMUNITY COLLEGE	
316	WAYNE COUNTY COMMUNITY COLLEGE	
318	CLARK STATE COMMUNITY COLLEGE	
322	MILES COMMUNITY COLLEGE	
324	COLLEGE of SAN MAETO	
337	UNIVERSITY of MAIN AT AGUSTA	
37	E. ARKANSAS COMMUNITY COLLEGE	AK
176	UNIVERSITY of ALASKA	AK
45	GADSDEN STATE COMMUNITY COLLEG	AL
166	WALLACE COMMUNITY COLLEGE	AL
196	OPELIKA STATE TECHNICAL COLLEG	AL
223	NORTHWEST ALABAMA COMM. COLLEG	AL
281	JOHN C. CALHOUN STATE COMM COL	AL
303	SOUTHERN UNION STATE JR. COLLE	AL
304	SHELTON STATE COMMUNITY COLLEG	AL
170	WESTARK COMMUNITY COLLEGE	AR
101	COCHISE COLLEGE	AZ
134	CENTRAL ARIZONA COLLEGE	AZ
194	MARICOPA COMMUNITY COLLEGES	AZ
252	MOHAVE COMMUNITY COLLEGE	AZ
298	PIMA COMMUNITY COLLEGE	AZ
311	SOUTH MOUNTAIN COMM. COLLEGE	AZ
16	LAKE TAHOE COMMUNITY COLLEGE	CA
23	LOS ANGELES HARBOR COLLEGE	CA
34	CRAFTON HILLS COLLEGE	CA
43	FRESNO CITY COLLEGE	CA
59	BARSTOW COLLEGE	CA
66	DON BOSCO TECHNICAL INSTITUTE	CA
75	SANTA MONICA COLLEGE	CA
80	MIRACOSTA COLLEGE	CA
105	MOSEDTO JR. COLLEGE	CA
109	MERRITT COLLEGE	CA
111	MERCED COLLEGE	CA
140	SAN JOAQUIN DELTA COLLEGE	CA
164	VENTURA COLLEGE	CA
169	WEST LOS ANGELES COLLEGE	CA
180	COASTLINE COMMUNITY COLLEGE	CA

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186	COLLEGE of the DESERT	CA
188	EVERGREEN VALLEY COLLEGE	CA
190	GROSSMONT	CA
202	COLLEGE of the SISKIYOUS	CA
209	SAN DIEGO COMM. COLL DISTRICT	CA
213	SACRAMENTO CITY COLLEGE	CA
215	LOS ANGELES TRADE TECH COLLEGE	CA
236	BAKERSFIELD COLLEGE	CA
238	WEST VALLEY MISSION COMM COLLE	CA
240	LOS RIOS COMMUNITY COLLEGE	CA
242	JOHNSONCOUNTY COMM. COLLEGE	CA
249	OHLONE	CA
257	YOSEMITE COMMUNITY COLLEGE	CA
258	VICTOR VALLEY COLLEGE	CA
266	CYPRESS COLLEGE	CA
284	CHAFFEY COMMUNITY COLLEGE	CA
285	CUYAMACA COLLEGE	CA
288	S. F. COMM. COLL. DIST. CTRS.	CA
290	SAN DIEGO CITY COLLEGE	CA
291	SKYLINE COMMUNITY COLLEGE	CA
295	RERALTA COMMUNITY COLLEGE	CA
296	LOS MEDANOS COLLEGE	CA
306	SANTA BARBARA CITY COLLEGE	CA
313	CERRITOS COLLEGE	CA
324	CUESTA COLLEGE	CA
332	COAST COMMUNITY COLLEGE DIST.	CA
339	ANTELOPE VALLEY COMMUNITY COL	CA
354	AMERICAN RIVER COLLEGE	CA
364	CERRO COSO COMMUNITY COLLEGE	CA
365	LONG BEACH CITY COLLEGE	CA
370	SOUTHWESTERN COLLEGE	CA
385	SACRAMENTO CITY COLLEGE	CA
54	ARAPAHOE COMMUNITY COLLEGE\380	CO
118	MORGAN COMMUNITY COLLEGE	CO
124	NORTHEASTERN JUNIOR COLLEGE	CO
160	TRINIDAD STATE JR. COLLEGE	CO
183	COLORADO MOUNTAIN COLLEGE	CO
227	COLORADO NORTHWESTERN COLLEGE	CO
307	AIMS COMMUNITY COLLEGE	CO
312	RED ROCKS COMMUNITY COLLEGE	CO
49	GREATER HARTFORD COMM. COLLEGE	CT
147	SOUTH CENTRAL COMMUNITY COLLEG	CT
8	INDIAN RIVER COMMUNITY COLLEGE	FL
71	CENTRAL FLORIDA COMM. COLLEGE	FL
98	TALLAHASSEE COMMUNITY COLLEGE	FL
128	OKALOOSA-WALTON	FL
130	PALM BEACH COMMUNITY COLLEGE	FL
178	BREVARD COMMUNITY COLLEGE	FL
203	EDISON COMMUNITY COLLEGE	FL
214	SANTA FE COMMUNITY COLLEGE	FL
233	MIAMI-DADE COMMUNITY COLLEGE	FL
251	BREVARD COMMUNITY COLLEGE	FL
344	FLORIDA COMMUNITY COLLEGE	FL
349	PENSACOLA JUNIOR COLLEGE	FL
31	CHATTAHOOCHEE TECHNICAL INSTIT	GA
58	BAINBRIDGE COLLEGE	GA
141	SAVANNAH TECH	GA

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282	LANIER TECHNICAL INSTITUTE	GA
367	FLOYD COLLEGE	GA
171	WINDWARD COMMUNITY COLLEGE	HA
50	HAWAII COMMUNITY COLLEGE	HI
38	E. IOWA COMMUNITY COLLEGE	IA
51	HAWKEYE INSTITUTE of TECH.	IA
206	WESTERN IOWA TECH COMM COLLEGE	IA
226	NORTH IOWA AREA COMM COLLEGE	IA
271	DES MOINES AREA COMMUNITY COL	IA
327	IOWA LAKES COMMUNITY COLLEGE	IA
7	ILLINOIS VALLEY COMMUNITY COL	IL
14	KANKAKEE COMMUNITY COLLEGE	IL
20	JOHN A. LOGAN COLLEGE	IL
36	COLLEGE OF DUPAGE	IL
62	BLACK HAWK COLLEGE E. CAMPUS	IL
82	ILLINOIS EASTERN COMM. COLLEGE	IL
132	PARKLAND COLLEGE	IL
137	REND LAKE COLLEGE	IL
138	RICHLAND COMMUNITY COLLEGE	IL
173	JOHN WOOD COMMUNTIY COLLEGE	IL
197	PRAIRIE STATE COLLEGE	IL
208	PARKLAND COLLEGE	IL
254	ROCK VALLEY COLLEGE	IL
267	BLACK HAWK	IL
278	MORAINE VALLEY COMMUNITY COLLE	IL
310	COLLEGE of lAKE cOUNTY	IL
329	RICHARD J. DALEY COLLEGE	IL
379	WILLIAM RAINEY HARPER COLLEGE	IL
28	INDIANA VOCATIONAL TECH COLLEG	IN
221	VINCENNES UNIVERSITY	IN
135	PRATT COMMUNITY COLLEGE	KS
143	SEWARD COUNTY COMMUNITY COLLEG	KS
177	BARTON COUNTY COMMUNITY COLLEG	KS
286	HESSTON COLLEGE	KS
4	HOPKINSVILLE COMMUNITY COLLEGE	KY
18	LEXINGTON COMMUNITY COLLEGE	KY
129	PADUCAH COMMUNITY COLLEGE	KY
207	MAYSVILLE COMMUNITY COLLEGE	KY
294	UNIV. of KENTUCKY COMM. COLLEG	KY
21	LOUISIANA STATE UNIV. @EUNICE	LA
48	GREENFIELD COMMUNITY COLLEGE	MA
61	BERKSHIRE COMMUNITY COLLEGE	MA
77	BRISTOL COMMUNITY COLLEGE	MA
131	AQUINAS JR. COLLEGE AT NEWTON	MA
211	NORTH SHORE COMMUNITY COLLEGE	MA
270	BAY PATH COLLEGE	MA
52	ALLEGANY COMMUNITY COLLEGE	MD
55	ANNE ARUNDEL COMMUNITY COLLEGE	MD
179	CATONSVILLE COMMUNITY COLLEGE	MD
368	MONTGOMERY COMMUNITY COLLEGE	MD
383	CHESAPEAKE COLLEGE	MD
96	SOUTHERN MAINE TECHNICAL COLL	ME
317	CENTRAL MAINE TECHNICAL COLLEG	ME
47	GOGEBIC COMMUNITY COLLEGE	MI
89	GRAND RAPIDS JUNIOR COLLEGE	MI
103	MUSKEEGON COMMUNITY COLLEGE	MI
112	MID MICHIGAN COMM. COLLEGE	MI
126	NORTHWESTERN MICHIGAN COLLEGE	MI
142	SCHOOLCRAFT COLLEGE	MI

148	SOUTHWESTERN MICHIGAN COLLEGE	MI
182	COLLEGE of ST. CATHERINE	MI
184	DELTA COLLEGE	MI
189	FLATHEAD VALLEY COMMUNITY COLL	MI
192	OAKLAND COMMUNITY COLLEGE	MI
204	UNIVERSITY COLLEGE	MI
229	WASHTENAW COMMUNITY COLLEGE	MI
235	BAY DE NOC COMMUNITY COLLEGE	MI
260	MACOMB COMMUNITY COLLEGE	MI
276	LANSING COMMUNITY COLLEGE	MI
287	KELLOGG COMMUNITY COLLEGE	MI
358	ALPENA COMMUNITY COLLEGE	MI
15	KENNEBEC VALLEY TECH COLLEGE	MN
57	AUSTIN COMMUNITY COLLEGE	MN
198	ROCHESTER COMMUNITY COLLEGE	MN
201	WORTHINGTON COMMUNITY COLLEGE	MN
239	LAKEWOOD COMMUNITY COLLEGE	MN
275	ITASCA COMMUNITY COLLEGE	MN
347	MINNEAPOLIS COMMUNITY COLLEGE	MN
348	CAMBRIDGE COMMUNITY COLLEGE	MN
353	NORTHLAND COMMUNITY COLLEGE	MN
355	HIBBLING COMMUNITY COLLEGE	MN
381	RAINY RIVER COMMUNITY COLLEGE	MN
11	JEFFERSON COLLEGE	MO
35	CROWDER COLLEGE	MO
99	STATE FAIR COMMUNITY COLLEGE	MO
210	MAPLE WOODS COMMUNITY COLLEGE	MO
361	NORTHERN MARIANAS COLLEGE	MP
2	HINDS COMMUNITY COLLEGE	MS
3	HOLMES COMMUNITY COLLEGE	MS
222	PEARL RIVER COLLEGE	MS
373	COAHOMA COMMUNITY COLLEGE	MS
375	NORTHWEST MISSISSIPPI COMM. CO	MS
90	VALLEY FORGE MILITARY JR. COLL	NA
362	INTER AMERICAN UNIV. of P. R.	NA
1	HAYWOOD COMMUNITY COLLEGE	NC
10	JAMES S. PRUNT CC	NC
17	LENOIR COMMUNITY COLLEGE	NC
29	CENTRAL PIEDMONT COMM. COLLEGE	NC
56	ASHVILLE-BUNCOMBE TECH COLLEGE	NC
63	BLADEN COMMUNITY COLLEGE	NC
64	BLUE RIDGE COMUNITY COLLEGE	NC
69	CALDWELLCOMMUNITY COLLEGE	NC
81	MARYLAND COMMUNITY COLLEGE	NC
85	SOUTHEASTERN COMMUNITY COLLEGE	NC
117	MONTGOMERY COMMUNITY COLLEGE	NC
139	SAMPSON COMMUNITY COLLEGE	NC
151	STANLY COMMUNITY COLLEGE	NC
156	SURRY COMMUNITY COLLEGE	NC
165	WAKE TECHNICAL COMMUNITY COLLE	NC
259	DURHAM TECHNICAL COMMUNITY COL	NC
261	ROBESON COMMUNITY COLLEGE	NC
269	CLEVELAND COMMUNITY COLLEGE	NC
274	CRAVEN COMMUNITY COLLEGE	NC
289	SOUTHWESTERN COMMUNITY COLLEGE	NC

297	WAYNE COMMUNITY COLLEGE	NC
319	CAPE FEAR COMMUNITY COLLEGE	NC
336	RANDOLPH COMMUNITY COLLEGE	NC
341	WILKES COMMUNITY COLLEGE'1378	NC
359	FAYETTEVILLE TECHNICAL CC	NC
372	DAVIDSON COUNTY COMMUNITY COLL	NC
384	CARTERET COMMUNITY COLLEGE	NC
279	BISMARCK STATE COLLEGE	ND
308	NORTH DAKOTA STATE COLLEGE	ND
351	UND-LAKE REGION	ND
72	CENTRAL COMMUNITY COLLEGE	NE
104	NEBRASKA COLLEGE TECH. AGRICUL	NE
106	CENTRAL COMMUNITY COLLEGE	NE
113	MID-PLAINS COMMUNITY COLLEGE	NE
114	MID-PLAINS COMM. COLLEGE AREA	NE
152	SOUTHEAST COMMUNITY COLLEGE	NE
121	N. H. TECHNICAL COLLEGE	NH
91	ESSEX COUNTY COLLEGE	NJ
157	SUSSEX COUNTY COMMUNITY COLLEG	NJ
163	UNION COUNTYCOLLEGE	NJ
168	WARREN COUNTY COMMUNITY COLLEG	NJ
224	ATLANTIC COMMUNITY COLLEGE	NJ
250	PASSAIC COUNTY COMMUNITY COLLE	NJ
263	RARITAN VALLEY COMMUNITY COLLE	NJ
333	CUMBERLAND COUNTY COLLEGE	NJ
335	BROOKDALE COMMUNITY COLLEGE	NJ
265	DONA ANA BRANCH COMMUNITY COLL	NM
314	NEW MEXICO STATE UNIVERSITY	NM
219	TRUCKEE MEADOWS COMMUNITY COLL	NV
246	CLARK COUNTY COMMUNITY COLLEGE	NV
6	HUDSON VALLEY COMMUNITY COLLEG	NY
13	LAGUARDIA COMM'TY COLLEGE/CUNY	NY
67	BRAMSON ORT TECHNICAL INST.	NY
70	CAYUGA COMMUNITY COLLEGE	NY
73	DUTCHESS COMMUNITY COLLEGE	NY
107	MATER DEI COLLEGE	NY
154	STATE UNIVERSITY of NEW YORK	NY
155	SUNY COLLEGE of TECH.at CANTON	NY
162	ULSTER CO. COMMUNITY COLLEGE	NY
245	COLUMBIA-GREEN COMM. COLLEGE	NY
255	ONONDAGA COMMUNITY COLLEGE	NY
256	SUNY COLLEGE of TECHNOLOGY	NY
262	ROCKLAND COMMUNITY COLLEGE	NY
273	SUNY COLLEGE AGRI/MORRISVILLE	NY
309	FULTON-MONTGOMERY COMM. COLLEG	NY
334	JAMESTOWN COMMUNITY COLLEGE	NY
337	NIAGARA COUNTY COMMUNITY COLLE	NY
342	ERIE COMMUNITY COLLEGE	NY
346	FASHION INSTITUTE OF TECHNOLOG	NY
12	KENT STATE UNIV. EL CAMPUS	OH
19	LIMA TECHNICAL COLLEGE	OH
22	LORAIN COUNTY COMMUNITY	OH
30	CHATFIELD COLLEGE	OH
39	EDISON STATE COMMUNITY COLLEGE	OH
60	BELMONT TECHNICAL COLLEGE	OH

BEST COPY AVAILABLE

74	CUYAHOGA COMMUNITY COLLEGE	OH
84	KENT STATE U. TRUMBULL CAMPUS	OH
122	NORTH CENTRAL TECHNICAL COLLEG	OH
127	OHIO STATE UNIVERSITY	OH
174	WRIGHT STATE UNIV-LAKE CAMPUS	OH
241	LAKELAND COMMUNITY COLLEGE	OH
253	FIRELANDS COLLEGE	OH
264	MUSKINGUM AREA TECH	OH
283	CENTRAL OHIO TECHNICAL COLLEGE	OH
331	NORTHWEST TECHNICAL COLLEGE	OH
352	MARION TECHNICAL COLLEGE	OH
356	UNIV. of CINTI-UNIV. COLLEGE	OH
363	U of CINN'TI RAYMOND WALTERS C	OH
371	OHIO UNIVERSITY BELMONT	OH
378	WASHINGTON TECHNICAL COLLEGE	OH
161	TULSA JUNIOR COLLEGE	OK
195	OKLAHOMA STATE UNIVERSITY TECH	OK
65	BLUE MOUNTAIN COMMUNITY COLLEG	OR
94	UMPQUA COMMUNITY COLLEGE	OR
200	SOUTHWESTERN OREGON COMM COLLE	OR
205	MT HOOD COMMUNITY COLLEGE	OR
225	MT. HOOD COMMUNITY COLLEGE	OR
232	PORTLAND COMMUNITY COLLEGE	OR
27	MANOR JUNIOR COLLEGE	PA
53	COMM. COLLEGE of ALLEGHENY S.	PA
68	BUTLER COUNTY COMM. COLLEGE	PA
102	LUZERNE COUNTY COMMUNITY COLLE	PA
133	PEIRCE JUNIOR COLLEGE	PA
247	COMMUNITY COLLEGE of ALLEGHENY	PA
292	LEHIGH COUNTY COMMUNITY COLLEG	PA
302	COMMUNITY COLLEGE of ALLEGHENY	PA
380	WESTMORELAND CTY COMM. COLLEGE	PA
76	COMM. COLLEGE of RHODE ISLAND	RI
86	AIKEN TECHNICAL COLLEGE	SC
150	SPARTANBURG TECHNICAL COLLEGE	SC
158	TRIDENT TECHNICAL COLLEGE	SC
243	HARRY-GEORGETOWN TECH. COLLEGE	SC
248	TRI-COUNTY TECHNICAL COLLEGE	SC
301	MIDLANDS TECHNICAL COLLEGE	SC
305	GREENVILLE TECHNICAL COLLEGE	SC
376	TECH. COLLEGE of the LOWCOUNTR	SC
9	JACKSON STATE COLLEGE	TN
83	CHATTANOOGA ST. TECH COMM. COL	TN
88	ROANE STATE COMM. COLLEGE	TN
97	COLUMBIA STATE COMMUNITY COLLE	TN
120	NASHVILLE STATE TECHNICAL INST	TN
153	STATE TECHNICAL INSTITUTE	TN
159	TRI-CITIES STATE TECH	TN
167	WALTERS STATE COMMUNITY COLLEG	TN
5	HOWARD COLLEGE	TX
41	EL CENTRO COLLEGE	TX
78	LAREDO JUNIOR COLLEGE	TX
100	FRANK PHILLIPS COLLEGE	TX

108	MCLENNAN COMMUNITY COLLEGE	TX
185	DALLAS COUNTY COMMUNITY COLLEG	TX
191	LEE COLLEGE	TX
193	NORTH LAKE COLLEGE	TX
216	NORTHEAST TEXAS COMMUNITY COLL	TX
217	VERNON REGIONAL JUNIOR COLLEGE	TX
220	TEXAS STATE TECHNICAL INSTITUT	TX
231	SAN ANTONIO COLLEGE	TX
234	BEE COUNTY COLLEGE	TX
244	COOKE COUNTY COLLEGE	TX
293	ANGELINA COLLEGE	TX
299	TEXARKANA COLLEGE	TX
300	ODESSA COLLEGE	TX
315	TEXAS SOUTHMOST COLLEGE	TX
320	VICTORIA COLLEGE	TX
321	BILL J. PRIEST INSTITUTE	TX
326	GALVESTON COLLEGE	TX
328	WHARTON COUNTY JUNIOR COLLEGE	TX
340	TEXAS STATE TECHNICAL INSTITUT	TX
343	HOUSTON COMMUNITY COLLEGE SYST	TX
350	NAVARRO COLLEGE	TX
369	TEXAS SOUTHMOST COLLEGE	TX
374	AMARILLO COLLEGE	TX
377	TYLER JUNIOR COLLEGE	TX
199	SALT LAKE COMMUNITY COLLEGE	UT
119	RAPPAHANNOCK COMMUNITY COLLEGE	VA
230	THOMAS NELSON COMMUNITY COLLEG	VA
272	PIEDMONT VIRGINIA COMMUNITY	VA
277	LORD FAIRFAX COMMUNITY COLLEGE	VA
366	JOHN TYLER COMMUNITY COLLEGE	VA
24	LOWER COLUMBIA COLLEGE	WA
33	COLUMBIAN BASIN COLLEGE	WA
40	EDMONDS COMMUNITY COLLEGE	WA
42	EVERETT COMMUNITY COLLEGE	WA
145	SKAGIT VALLEY COLLEGE	WA
146	SHORELINE COMMUNITY COLLEGE	WA
218	TACOMA COMMUNITY COLLEGE	WA
357	SEATTLE CENTRAL COMMUNITY COLL	WA
26	MADISON AREA TECHNICAL COLLEGE	WI
32	CHIPPEWA VALLEY TECHNICAL COLL	WI
46	GATEWAY TECHNICAL COLLEGE	WI
93	MILWAUKEE AREA TECH COLLEGE	WI
110	NORTHEAST WINCONSIN TECH COLLE	WI
115	MIDSTATE TECHNICAL COLLEGE	WI
172	WISCONSIN INDIANHEAD TECH COLL	WI
228	LAKESHORE TECHNICAL COLLEGE	WI
360	FOX VALLEY TECHNICAL COLLEGE	WI
144	SHEPHERD COLLEGE	WV
330	MARSHALL UNIVERSITY COMMUNITY	WV
382	FAIRMONT STATE COLLEGE	WV
79	CASPER COLLEGE	WY
125	NORTHWEST COLLEGE	WY
187	EASTERN WYOMING COLLEGE	WY
345	SHERIDAN COLLEGE	WY

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